


REVOCATION AND SUBSTITUTION OF ATTORNEYS

Francisco A. Rubio-Campos having been previously granted the power to revoke and substitute representatives revokes all prior representatives except for the following attorneys who previously appear on the Power of Attorney or who are now substituted for others who have had their powers revoked.

Francisco A. Rubio-Campos	45,358
Jennifer H. Hammond	41,814
Gregory B. Gulliver	44,138
John Nethery	42,928
Semion Talpalatsky	35,380
Joseph H. Lee	37,664

Submitted by:  , December 12, 2002
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